

## **A STUDY ON ROLE OF TECHNOLOGY IN EMPLOYMENT GENERATION”**

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### **ABSTRACT**

Employment in any industry is impacted by the introduction of new technology whose objective is to increase productivity. The initial result of such technological introduction is the reduction of workers to some extent. At some point, the productivity from the new technology reaches a plateau. If the business requirements are increasing, it is possible that the firm or industry must start to hire new workers to meet the increased industry demands. The introduction of technological improvements starts the cycle a new. Technology is changing the world of work and reshaping labor markets. This paper focuses specifically on the effect of ICT-enabled smart machines, smart devices, and smart techniques on employment. There is considerable scope for policies to shape these effects on employment – as well as how ICT itself will affect how some of these policies will be delivered.

The focus here is on public employment services and ways they can support the opportunities ICT can provide to workers and the self-employed. There are clear opportunities from digital jobs and the wider use of digital tools. Some jobs might also be digitized to varying extents, with some workers or part of their functions being replaced by technology. The ability to take advantage of opportunities will also vary among individuals; workers with higher levels of skills more likely to benefit, while those with lower skills might be less prepared and hence more exposed to risks of lower job quality and of job loss. Technology is also changing the nature of employment relationships, with implications for the risks individuals face.

**KEY-WORDS:** Employment, Business, Technology, Development.

### **1.1 Introduction:**

India is a developing country, the nature of unemployment, therefore sharply differs from the one that prevails in industrially advanced countries. Unemployment problem is one of the mighty problems of our country. But more serious than cyclical unemployment or frictional unemployment in a developing economy like India is the prevalence of chronic unemployment and poverty in the rural sector and the existence of urban employment in educated classes. Government of India has made effort for solving the problem of unemployment with the help of various schemes by five years plans, but yet we can't completely reduce this problem. Due to lack of employment opportunities, number of people increased below the poverty line. It is necessary to give attention on the problem of unemployment.

Technology is changing the world of work and reshaping labor markets. This paper focuses specifically on the effect of ICT-enabled smart machines, smart devices, and smart techniques on employment. There is considerable scope for policies to shape these effects on employment – as well as how ICT itself will affect how some of these policies will be delivered. The focus here is on public employment services and ways they can support the opportunities ICT can provide to workers and the self-employed. There are clear opportunities from digital jobs and the wider use of digital tools.

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employment relationships, with implications for the risks individuals face. And there is the even larger risk of being left behind altogether.

## 1.2. Concepts regarding Technology development.

### 1.2.1. Unemployment:

a) Concept of unemployment is very complex and has been defined in different economists from time to time. Unemployment means a state of affairs when in a country there are a large number of able persons of working age who are willing to work but cannot find work at the current wage levels.

b) Unemployment is defined as by the Bureau of Labor Statistics (BLS) as people who do not have a job, have actively looked for work in the past four weeks, and are currently available for work. Also, people who were temporarily laid off and are waiting to be called back to that job are counted as unemployed.

c) People who are jobless and have not looked for work within the past four weeks are removed from the labor force by the BLS and are no longer counted as unemployed.

### 1.2.2. Technology:

The application of scientific knowledge for practical purposes, especially in industry.

### 1.2.3. Technology Management:

Technology management can also be defined as the integrated planning, design, optimization, operation and control of technological products, processes and services, a better definition would be the management of the use of technology for human advantage.

### 1.2.4. Technology Management:

The simplest form of technology is the development and use of basic tools. Many technological processes produce unwanted by-products known as pollution and deplete natural resources to the detriment of Earth's environment.

## 1.3. Objectives of the Study:

1. To Study the Concepts regarding Technology Development.
2. To study the Technology Development in Maharashtra.
3. To Study the role played by Employees in Technology Development.
4. To find the drawbacks and remedies for Technology Development

**1.4. Methodology of the Study:** The present study is of descriptive in a nature. The entire study is based on secondary sources of data. The secondary data has been collected from related books and websites.

## 1.5. Role played by Employees in Technology Development:

The role played by employees in technology development in the organization's industry will have an impact on the job itself. Education, government, non-profit, and healthcare sectors. Smaller percentages go to financial, business, and software services, respectively. The employees plays a very significant role in the development of Indian economy, hence the role played by employee mentioned below.

- i. Developing and overseeing SMART (specific, measurable, attainable, relevant, time-based) metrics for hardware, software, and storage
- ii. Ensuring strategic capacity planning
- iii. Inculcating knowledge from IT department.
- iv. Communicating with the technology team and other departments as collaboration requires
- v. Determining business requirements for IT systems
- vi. Identifying and eliminating security vulnerabilities with strategic solutions that increase data security
- vii. Directing and supporting the implementation of new software and hardware
- viii. Identifying and recommending new technology solutions
- ix. Managing the organization's help desk (internal, external, or both)
- x. Coordinating IT activities to ensure data availability and network services with as little downtime as necessary
- xi. Overseeing departmental finances, including budgeting and forecasting

xii. Implementing executive policies

### **1.6. Drawbacks for Technology Development**

#### **1. Results in a lack of interest in studying**

Because everything is now accessible online or through data saved in a computer or mobile devices, students are likely to develop poor studying habits and a lazy attitude towards education. This can also lead to students forgetting the basics of studying. They would rather rely on computers and the internet, instead of their books and the input from their teachers. Most of them will misspell words because they often use spell checkers. Rather than solve mathematical equations the traditional way, they would seek assistance from computers or look for the answers directly through search engines. When it is time to take the tests in the classroom and without any form of technology, students are likely to fail.

#### **2. Makes students vulnerable to potential pitfalls**

While computers prove to be an invaluable educational tool, it can also be a source of problems. This is especially true for students who lack the skills needed to maximize a device's functionalities. Technical problems and computer malfunctions can cause loss of assignments and other materials, resulting in high levels of stress that students would rather not experience. Difference in internet speeds and a device's capabilities can also lead to certain difficulties that will de-motivate students. Add to this other things that they will discover online, which are completely unrelated to school and education, and they will be distracted to no end.

#### **3. Negative views on technology**

Consumerism has taught us that technologies, from computers to mobile devices, are widely viewed as tools to entertain rather than educate. Textbooks, on the other hand, are seen as tools for learning. So, between a tablet and a textbook, students are likely to gravitate towards learning when reading a book, while they are likely to use a tablet to play games or spend time on social media.

#### **4. Raise instructional challenges**

For professors and teachers to stay abreast with technology, they may need to be retrained. Those who have been teaching all their lives using traditional methods may not be very susceptible to the changes being applied. They may even see it as a threat to their job security and shun technology altogether. In fact, a majority of teachers believe that constant use of digital technology is affecting a student's attention span and his ability to persevere when a challenging task is thrown his way. Although such belief is subjective, scholars, experts and teachers all agree that technology has changed the way students learn.

#### **5. Can diminish overall value of in-person education**

Although research on online learning did not establish a direct link to how personal interaction affects a student's performance, data gathered did show that those who enrolled in online courses have higher chances of failing, dropping out of classes, and are less likely to benefit from them. This may have something to do with the fact that lessons delivered online or through digital resources lack the face-to-face interaction between teacher and student that provides a more personal experience.

**1.7. Significance of the Technology development for Employment:** The present study is very important in the context of unemployment and globalization of Indian economy. The importance of the technology development in employment is mentioned below

**1.7.1. Employment Policy:** Any employment policy must include both quantitative and qualitative aspect of the employment problem. This implies that the essentials of employment policy must include the increase in work participation rate, rapid expansion of employment opportunities and improvement in the productivity of the employed.

**1.7.2. Population Control:** Control of population explosion should be an important element of employment policy in India. There is huge backlog of unemployment in India. Population explosion over crowds agriculture of India. This leads to disguised unemployment. All steps should be taken to make

the family planning programme successful. This will enable the government to solve the problem of unemployment.

**1.7.3. Education System:** The Education system in India is mainly unproductive. It is mostly theoretical. Unemployment among the educated youth is a cause of serious concern in India: It is in favour of general education and not of technical and vocational education. Educated unemployment gives rise to crime, prostitution, juvenile delinquency etc. It leads to penury, misery and vagrancy and other vices. It encourages corruption, dishonesty, falsehood, gambling and gangsterism, moral turpitude and degradation. The employment policy should be such as to provide employment to the educated youth. 9

**1.7.4. Manpower Planning:** Manpower planning is indispensable with a view to solving the problem of unemployment. Hence economic planning should be integrated with manpower planning. There are excess supply of skilled labour in certain sectors and shortages in other sectors. The vast supply of unskilled illiterate labourers is outside the manpower planning. The employment policy should take manpower planning into consideration. Population control should be an inseparable element of manpower planning.

**1.7.5. Small Scale And Cottage Industries:** The employment objective and the output objective do not appear to be in conflict but can be harmoniously reconciled if greater investment is directed to small enterprises rather than to large enterprises. Cottage and small scale industries are capital-light, skill-light, import-light, quick yielding, non-inflationary and labour intensive. They create employment opportunities and are sources of subsidiary employment. But their role is complementary not competitive with heavy industry. The development of these industries will make work for the unemployed, more work for the underemployed and supplementary work for the seasonally unemployed.

**1.7.6. Seasonal, Fictional and Technological Unemployment:** Unemployment found in rural areas in the slack season of agricultural operations is called seasonal unemployment. Assured irrigation facilities multiple cropping, short duration crops, expansion of animal husbandry, dairy farming, horticulture poultry, sericulture, goatery piggery,

**1.8. Conclusion:** Science and technology has a profound impact on all of humanity's activities, all of humanity's activities. Science and technology inventions and discoveries, including the theory of the origin of the universe, the theory of evolution, and the discovery of genes, have given humanity many hints relating to human existence from civilized and cultural points of view. Science and technology have had an immeasurable influence on the formation of our understanding of the world, our view of society, and our outlook on nature. The wide variety of technologies and science discoveries produced by humanity has led to the building and development of the civilizations of each age, stimulated economic growth, raised people's standards of living, encouraged cultural development, and had a tremendous impact on religion, thought, and many other human activities. The impact of science and technology on modern society is broad and wide-ranging, influencing such areas as politics, diplomacy, defense, the economy, medicine, transportation, agriculture, social capital improvement, and many more

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